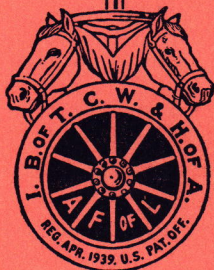


The INTERNATIONAL TEAMSTER

MARCH, 1942



Official Magazine
INTERNATIONAL BROTHERHOOD
TEAMSTERS . . . CHAUFFEURS
WAREHOUSEMEN & HELPERS
OF AMERICA

In This Issue

	Page
National Conference Organized.....	3
Alabama Wages Quadruple.....	8
Teamsters Win Apple Strike.....	9
Scab Trucks Kill 8; Injure 22.....	14
Truckers Evade Decision.....	16
Boston Employers Stall.....	17
Baltimore Buys Bomber.....	18
Virginia Law Dangerous.....	20
Seattle Ready for Japs.....	21

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Employers Must Fulfill Contracts

THE international executive board has decided to take prompt and effective action to protect the membership from unpatriotic employers attempting to increase their personal profits through the rubber emergency.

After hearing a report from President Tobin, in which he gave as much information as he was permitted to divulge on his recent conference with the President of the United States, the board reached its decision.

It was based on full reports from President Tobin on the rubber situation, and on other matters which he investigated. These show that certain employers are conspiring to take advantage of the no-strike policy of the Teamsters' Union in order to breach contracts they now hold with the union.

In the light of these facts, the board, after full discussion of the entire rubber situation, spread the following decision on the minutes of its meeting in Miami:

"It is the decision of the executive board that because we believe there is no need for curtailing deliveries in milk, laundry, retail delivery and other branches of our trade, that wherever we find that employers have taken advantage of the agitation about a shortage in rubber and have attempted to set aside wage contracts which guarantee us full employment, the General Executive Board will indorse a stoppage of work and guarantee the full benefits of the International Union as outlined in the constitution for the preservation of our contracts.

"It must be distinctly understood that the above declaration on the part of the board only refers to abuses and violations of our contracts because of the tire shortage."

A glaring example of the tactics making such action necessary came from Fred Smith of Local No. 346 of Duluth, who appeared before the board to explain the serious question confronting that union.

He declared that the employers have absolutely refused to negotiate a new wage contract or to submit points in dispute to arbitration.

Under these circumstances, the board advised Smith that in this case the union is justified in calling a strike if the employers refused arbitration, because this affects non-defense employment.

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CHAUFFEURS . . . WAREHOUSEMEN AND HELPERS

Vol. XXXIX

MARCH, 1942

Number 4

Grave War Problems Studied

By Daniel J. Tobin

Office of Publication

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THE most momentous meeting in the history of the International Executive Board convened in Miami on January 25 to consider all problems raised by the grave crises confronting not only the Teamsters' Union, but the American people.

And all questions coming before the board were considered in the light of their relation to the major question of American victory in the war.

Jesse Jones Bungled

In several instances the Teamsters accepted serious setbacks without protest in order to further the paramount interests of the general public. Many of the major problems confronting the union were outlined by the general president, particularly the tire restrictions.

It was the opinion of the board that the international officers have done everything humanly possible under the circumstances. The whole situation boils down to this, in the judgment of the board:

Some department of the government—in our opinion the Department of Commerce headed by Jesse Jones—was lax in its duties.

Unquestionably there is a shortage

of rubber. But this country did know, or should have known, that sooner or later Japan was going to make trouble for us in the Orient.

This government also knew that 95 per cent of our raw rubber comes from the Orient, mainly from the vicinity of Singapore.

This government was spending billions of dollars for defense and millions of dollars on other things not one-tenth as important as raw rubber.

But it failed to protect the business of the nation and the government itself by storing away or purchasing at very low prices sufficient rubber to supply the needs of our country for at least three years.

Governmental agencies left the matter to the rubber companies, many of whom have been financially embarrassed in recent years, and the others were unwilling and were not compelled to invest their capital in acquiring a rubber surplus.

The whole proceeding of the government and its business agencies deserve the condemnation of the American people. This is the expression and decision of the executive board. The board also realizes that we are confronted with a serious condition and must do the best we can under existing circumstances. Our first consideration is to win the war and preserve our form of government.

The answer of federal officials to our international officers protesting phases of the tire rationing was cold-

blooded and plain and can be summed up in the following statement:

"We are at war and the requirements of our government in our defense program are the only things we can now consider."

This statement was made by Leon Henderson and Donald M. Nelson, two fine American characters, both with brains and courage, and men who are capable of performing unpleasant tasks.

These men cannot be blamed for being what we consider brutally plain-spoken. The country was caught in an industrial trap by the Japs, insofar as rubber is concerned.

The board, however, is concerned by the fact that 100,000 of our members may be seriously affected by the rubber regulations within the next two years.

It also fully understands, and discussed this angle thoroughly, that many of the large milk distributors have not been overly anxious to relieve the situation.

In other words, they have been planning to get rid of home deliveries. The board is of the opinion that this will constitute a great injury to the industry and to those who have invested in it; a greater injury to them than to those of our members employed in this industry. Our members will be inconvenienced but they will find other employment as time goes on. But it will be dangerous to the employers who attempt to wrap the Stars and Stripes around a milk bottle.



Daniel J. Tobin

•

卐 "If it's going to take bombs to show these gentlemen in New York that I mean business, they can have them!"—Adolf Hitler, Kurt Luedeke Interview, 1931.

National Conference Formed *To Meet War Emergencies*

A NEW organization designed to cope with economic or military emergencies arising suddenly in the war and post-war period, was created in Chicago on February 19 by a nationwide convention of joint council delegates called by President Tobin in view of the rubber crisis.

The new organization was named the National Conference of Teamsters.

The Chicago meeting also authorized the creation of national councils for each trade represented in the Teamsters' Union, to function under the supervision of the National Conference.

Two such councils were formed immediately upon adjournment of the general meeting, representing the milk and bakery industries. Each trade council will submit its program to the National Conference for approval.

Under such a setup, the Teamsters' Union is now organized on an economic basis to give immediate support to any program affecting any part of its membership.

The first order of business was the rubber shortage, and the conference proposed a congressional investigation to determine exactly how acute the shortage is, and what curtailments are needed.

This action was taken in view of conflicting statements by governmental officials on the amount of rubber and tires available, some claiming that sufficient rubber is on hand to

supply the requirements of delivery systems for several years.

International Vice-President Dave Beck was unanimously elected chairman of the convention and was unanimously elected permanent chairman of the National Conference with power to appoint the members.

Frank J. Gillespie of the Chicago Dairy Employees' Union acted as secretary of the convention and was unanimously elected permanent secretary of the National Conference.

The members of the National Conference named by Beck and unanimously ratified by the convention include some of the best known and most capable leaders of the Teamsters' Union in the country.

The personnel of this far-reaching organization is:

John O'Rourke, New York.

William A. Lee, Chicago.

John O'Neal, Philadelphia.

Charles W. Real, Oakland, Cal.

James Hoffa, Detroit.

John H. Rohrick, Cleveland.

Raymond T. McCall, Boston.

Patrick J. Burke, St. Louis.

Robert A. Borden, Birmingham.

Frank W. Brewster, Seattle.

Acting under the impetus of the national meeting, the delegates representing the milk and bakery industries met on February 20 and 21 to organize national councils.

The National Dairy Employees' Council was formed with Thomas O'Leary of New York as president, Frank J. Gillespie of Chicago as sec-

Joseph M. Casey of San Francisco no longer represents the International Brotherhood of Teamsters.

retary, and James Ballew of Los Angeles as vice-president.

An executive committee of six members will be named with two each from the eastern, mid-western and western conferences of dairy employees.

The dairy council went into immediate action to resist the abandonment of the seven-day delivery of milk. They also took steps to eliminate the price differential on store and delivered milk after being advised by General Counsel Joseph A. Padway of Milwaukee that this did not constitute price fixing.

"You are not attempting to say what the price shall be; you are merely insisting that it be sold at a uniform price. You have a right to take action by any lawful means if you believe that the price differential is jeopardizing your conditions of employment," Padway said.

His decision was given in response

to requests from New York City delegates who said that milk drivers were threatened with unemployment on a wholesale scale because milk is being sold for from six to ten cents less at stores.

The Bakery Drivers' National Council was organized simultaneously with that of the dairy employees. It elected William A. Lee of Chicago as president, with John Bailey of St. Louis as secretary.

An executive committee of ten members was named as follows: Sam Hurst of Detroit, Robert Lester of Washington, D. C., Beau Silverton of Los Angeles, J. B. McElhinny of Kansas City, J. D. McEwen of Seattle, A. F. Walsh of Boston, George E. Frazier of Pittsburgh, Robert E. Sullivan of New York, Albert Sabin of Philadelphia and Howard Metzger of Aurora, Ill.

(Continued on page 22)

Teamsters Offer \$8,000,000 to U. S.

The offer of the Teamsters' Union to lend the government the eight million dollars in its treasury without interest has been rejected with thanks.

The offer was delivered in a personal letter to President Roosevelt by Mr. Tobin following the action of the executive board last month in pledging every resource of the union to the government to win the war.

The Teamsters have \$6,000,000 in liquid assets in addition to more than \$2,000,000 in government bonds bearing interest. The union offered the \$6,000,000 without interest and was also ready to release the interest on the bonds it now holds, for a total loan of \$8,000,000 without any interest whatsoever.

In reply, President Tobin received a letter from Secretary of the Treasury Henry Morgenthau, Jr., in which he said:

"Your letter of February 5, addressed to the President, has been referred to me for reply.

"I am especially glad to have seen your letter because of the fine spirit of patriotism which prompted you to send it. It should be an example to the whole country.

"It is most encouraging to know that your union is willing to lend six million dollars to the government without any interest to help in winning the war. We at the treasury feel, however, that it would be unfair to accept your offer.

"After all, we pay interest to millions of other holders of government obligations and there is no reason why we should not do the same for your union."

Gillespie Honored by Board

AS A reward for faithful and efficient service during his temporary appointment as general secretary-treasurer, John M. Gillespie was installed for the full unexpired term of the late Thomas L. Hughes at the recent meeting of the international executive board.

This means that Secretary Gillespie will serve until the next quinquennial convention of the union in 1945.

He was originally appointed by President Tobin for a year following the death of Secretary Hughes. The president reported that because of the high quality of the new secretary's service, he was appointing him for the full unexpired term. The board unanimously approved the action and he was installed.

In his report to the executive board, Secretary Gillespie brought several matters before the members for consideration.

The first was the position of some men who desire membership in our union but who are members of the Mennonite and Brethren in Christ churches and are unwilling to take the obligation. They are willing to pay the dues, assessments, etc., but they desire to do it as a contribution, to pay the business agents, keep up the union, charitable work, etc. The matter was referred by the board back to headquarters for whatever action the general officers deemed advisable.

Secretary Gillespie next presented a request for a charter for truck

owners in Belleville, Illinois. These members claimed they are denied the right to hold office and other privileges in Local No. 84, and desire a local union of their own. The board refused the request unanimously.

A telegram was read by Secretary Gillespie from W. D. Anderson, of Local No. 592, Kingsport, Tenn., relative to the settlement of a dispute with the Mason and Dixon Motor Company. With the assistance of Vice-Presidents Crumbrock, Cashal and Conlin the company was tied up, which brought about a settlement. An agreement is now being negotiated.

The memorandum agreement provides for closed shop, all strikers to return to their positions at once, and arbitration if no settlement is reached on wages and conditions. In the telegram Anderson expressed his thanks and appreciation

for the financial and other assistance rendered by the International.

The secretary called to the attention of the board a letter received from John R. Mott, a former member of Local 294, Albany, N. Y., complaining as to the procedure of the local union and the International relative to his case. The board decided that all correspondence coming from this man would be left in the hands of the general secretary-treasurer, and he was advised to be guided by previous cases of a similar nature.

Secretary Gillespie read a report on



John M. Gillespie

a dispute between Teamsters' Union No. 894, Texarkana, Tex., and the Electrical Workers, covering work at the Texarkana Ordnance Depot. The matter was referred by the board to the general office for the purpose of trying to adjust the matter with the

international officials of that union.

Secretary Gillespie also brought up the subject of the "union shop" card for use in garages, filling stations, etc. He stated the committee had decided upon a card and had two companies figuring on it.

Pennsylvania Advertises

By Sidney G. Handler

General Counsel, Pennsylvania Commercial Drivers' Conference

THE Teamsters of Pennsylvania have spent \$1,200 in commercial advertising which has paid them big dividends in public good will.

On the opposite page are reproduced three of the billboards put out by the Pennsylvania Commercial Drivers' Conference. They were located on the main arterial highways of Pennsylvania and commanded much attention and favorable comment from the motoring public.

And they gave the public some information it never had before about the Teamsters' Union.

The unique feature of the publicity campaign attracted nation-wide attention from advertisers and it was the subject of discussion in trade journals of the advertising industry.

The program was inspired by the many incidents of self-sacrifice and heroism of truck drivers in the interest of safety and humanity, where they frequently go unheard of and unsung.

The plan was carried out with the hope that through the message of the billboard, the public would become aware of the important part which the truck driver is playing in our national life, and consequently would be less susceptible to those influences

which are constantly preying upon the unsuspecting mind to agitate repressive and discriminatory laws and regulations which are prejudicial to the industry and the employment of members of the union.

The conference engaged fifty 24-sheet billboards located on the main arterial highways of Pennsylvania, among which were distributed four different sketches.

The illustrations, in bright and attractive colors, covered most of the activities of the union, including its important role in the national defense program. These pictorial displays remained on the boards for a minimum of thirty days and in most instances were carried over for a period of sixty days. The campaign was considered so unusual in advertising circles as to inspire the National Outdoor Advertising Company to make it the subject of a special article in the trade journal for their industry.

Insofar as the Conference was concerned, it was felt that the program could have been greatly improved upon, but it fell short only in those details which could be determined by experience, which has now been gained. Next time we'll do still better.

GOOD NEIGHBORS ... on wheels



Sponsored by

THE PENNSYLVANIA COMMERCIAL DRIVERS' CONFERENCE
CONSISTING OF 55 LOCAL UNIONS AFFILIATED WITH
The International Brotherhood of
WAREHOUSEMEN & HELPERS OF AMERICA

IN THE INTERESTS OF
PUBLIC SAFETY

DEFENDING AMERICA

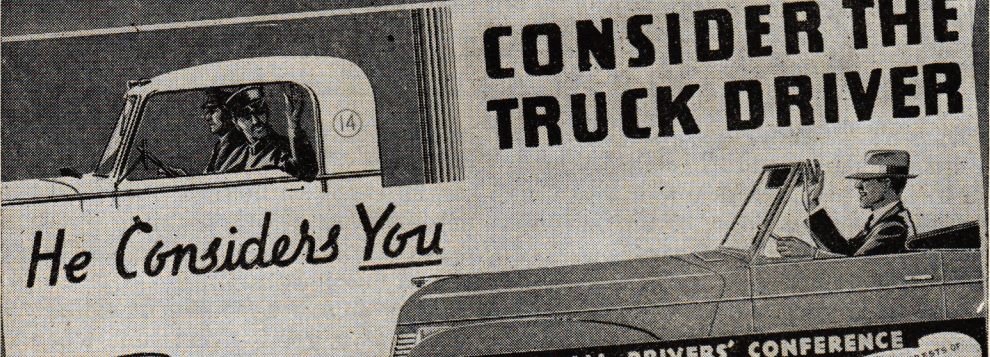


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CONSISTING OF 55 LOCAL UNIONS AFFILIATED WITH
The International Brotherhood of
TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS OF AMERICA

CONSIDER THE TRUCK DRIVER

He Considers You



Sponsored by

THE PENNSYLVANIA COMMERCIAL DRIVERS' CONFERENCE
CONSISTING OF 55 LOCAL UNIONS AFFILIATED WITH
The International Brotherhood of
TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS OF AMERICA

IN THE INTERESTS OF
PUBLIC SAFETY

Alabama Wages Quadruple

WAGES for truck drivers have quadrupled around Sheffield, Ala., in the eight years since Local No. 402 was organized.

The new wage scales which went into effect on January 1 for the Tennessee Valley Authority give a basis for comparison with conditions existing prior to the birth of Local No. 402.

The scale now for three classifications of drivers is \$1 an hour, compared to 25 cents an hour in 1934. The new scale is an increase of 15 cents over 1941.

It is paid to drivers of trucks of 7½ tons and over, including 6-yard dump trucks; to drivers of 7½-ton trucks and over of tractor or crawler type, and to the operators of special equipment such as winch trucks, refrigerator trucks and trailer trucks.

Drivers of trucks between 3½ and 7½ tons receive 85 cents, as compared to 75 cents an hour in 1941, while trucks under 3½ tons pay 65 cents an hour, or an increase of 2½ cents over last year.

However, the lower classification shows a higher percentage increase than the top scales. The wages used to be 15 cents an hour for this work

before Local No. 402 went to town, according to statistics released by Secretary-Treasurer W. J. Biggers.

The steady progress was made under the TVA, which began operations about the same time as the Teamsters in this area. All crafts represented

on the big federal power project united to form the Tennessee Valley Trades and Labor Council, which greatly facilitated wage negotiations.

Local No. 402 covers the towns of Florence, Sheffield and Tusculumbia, but it represented the entire Teamster membership in the Tennessee Valley negotiations until 1939, when several other Teamster locals sent delegates.

The Teamsters were represented by John L. Busby of Birmingham in the 1941 negotiations with TVA, which resulted in the substantial

increase now being received by members. The men who were receiving 25 cents an hour in 1934 and are not protesting to anti-union newspaper columnists over the "tribute" they pay in union dues.

They figure a couple of dollars a month is a good investment when it pays dividends of 75 cents an hour.

Wants Charter Back

Whether Local No. 805 of New York City recovers its charter depends upon the recommendation of International Vice-President M. J. Cashal following an investigation.

The reinstatement of Local No. 805 was referred to Cashal by the international executive board after it had received an application for a new charter from members of this former Teamsters' Union.

The charter was originally revoked because the local failed to expel Hyman Singer as ordered by the executive board. Singer sought an injunction in the courts to prevent his removal and dissolution of the local.

The court sustained the International and threw out the case, along with Singer and the union charter.

It ought to be pretty hot from here on for those who, out of greed, or temper, or hasty thinking, get in Uncle Sam's hair, stop the wheels from turning, or in any way interfere with winning the war.—Chester W. Wright, Int. Labor News.

Teamsters Win Apple Strike

IN THE first agricultural case to come before President Roosevelt's new War Labor Board, the Teamsters' Union won an overwhelming victory against the Associated Farmers in the Yakima Valley of Washington state.

In addition to pay increases for the agricultural workers, the Teamsters won exclusive bargaining rights for the bulk of the 7,000 employees of the Yakima fruit industry.

The decision of the War Labor Board vindicated the position of the Teamsters who had organized Fruit and Vegetable Packers and Warehousemen's Union No. 760 to end the deplorable working conditions in the wealthy fruit section.

It also ended the four-month strike of 1,500 workers against 22 fruit packing concerns under terrific political and economic odds. The strike saw the influence of the anti-labor state administration of Republican Governor Arthur B. Langlie thrown against the impoverished fruit workers.

It also saw all the wealth of the Associated Farmers concentrated against the men and women who asked only a 12-hour day and 40 cents an hour.

The Associated Farmers, incidentally, are not the farmers who grow the crops. In fact, they are not farmers at all. They probably call themselves farmers because they sow seeds of hatred and spread their fertilizer in the newspapers.

They are just another anti-labor organization masquerading behind a name that doesn't mean what it says.

The strike was settled by the decision of a special committee named by the War Labor Board, which comprised Dr. Frank Graham, presi-

dent of the University of North Carolina, E. J. McMillan, president of the Standard Knitting Mills, and Martin F. Durkin, secretary-treasurer of the United Association of Plumbers and Steamfitters.

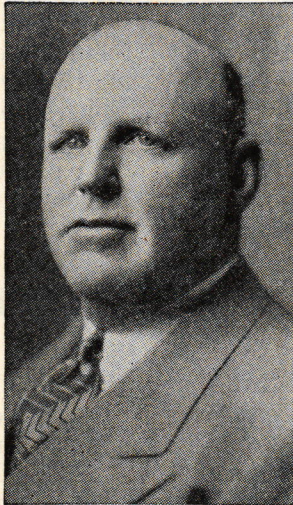
The Yakima packing houses had been evading the Teamster wage scale by forcing warehousemen to drive trucks on a part-time basis. The board awarded such warehousemen a wage of 65 cents an hour. Sorters were given a wage of 40 cents an hour, repackers

were awarded 45 cents, and warehousemen 50 cents.

The agreement will run until April 30, 1944, with the privilege of reopening wage scales on April 1, 1942 and 1943.

International Vice-President Dave Beck, the master strategist behind the apple strike, reported fully on the controversy to the meeting of the international executive board in Miami.

He related how wealthy apple packers maneuver to keep the price of apples as low as possible to the farmer, and wages as low as possible to the workers, so that the packers can make big profits off the labor of both farmers and workers. Warehouse workers



Dave Beck

were laboring long hours for as low as 25 cents an hour, Beck reported. When the warehouse employees signed up with the Teamsters to improve their conditions, the Associated Farmers entered the picture in the support of the "apple aristocracy" or wealthy packers.

Under the settlement dictated by the War Labor Board, the union agrees that it will not interfere with farmers hauling their own products to warehouses or markets.

Neither will it attempt to organize the employees of the farmers engaged in growing fruits or vegetables and if any other union attempts to organize them, the Teamsters will not support the effort.

The agreement covers only the employees of the packing companies, for whom the Teamsters obtained substantial wage increases and improved working conditions, in the face of unscrupulous opposition that went so far as to defy the authority of the federal government.

B. I. Bowen, president of the produce division of the Western Conference of Teamsters, handled the strike for the workers and represented them before the board in Washington, D. C.

He demonstrated on a national scale the new Teamster technique of carrying the struggle against powerful employers to the marketing centers where Teamsters refused to handle their products. The strike is now over. Have an apple!

Jersey Union is Disciplined

THE determination of the International Brotherhood of Teamsters to rigidly enforce its no-strike pledge to the federal government for the duration of the war was brought forcibly to the attention of Merchandise Drivers' Union No. 641 of Jersey City by the international executive board on February 13.

The board put Local No. 641 on probation for violating this pledge by calling illegal strikes, trespassing on the jurisdiction of other Teamster locals, and generally ignoring the provisions of the international constitution.

President Tobin told the officers of the union that the International would not tolerate such actions and that it would be better off without locals that violate the rules and pledges of the International.

He warned them that any local which flouts the authority of the In-

ternational is faced with expulsion.

Local No. 641 avoided more drastic punishment when its officers, all summoned to Miami to face the charges, promised to cease the actions which aroused the condemnation.

"Don't you men realize there is a war on?" demanded President Tobin as the officers of No. 641 faced him. "The very life of this country is in danger. To meet that danger the International Brotherhood of Teamsters and the entire labor movement has made solemn pledges to the federal government.

"Those pledges, in substance, mean that there will be no stoppage of work, especially where food products are involved, or in defense employment, during the period of the war."

The general president warned the Jersey City officers that the government would tolerate no violation of this pledge and that, if necessary, leg-

islation would be enacted placing unions under the direct control of the government.

He reminded them that these pledges were made by the C. I. O. as well as the A. F. of L., and that as a party to that agreement, the Teamsters' Union intended to see that it was fulfilled by its membership.

"It would be much better for our

International not to have as affiliates any locals or members who do not realize the serious national emergency, or who fail to realize that they owe allegiance and obedience to the laws of the International," the general president said.

The charges against Local No. 641 were brought by Truck Drivers' Local No. 617, also of Jersey City.

N. Y. Local Loses Twice

MERCHANDISE Delivery Drivers' Union No. 804 of New York City lost two jurisdictional disputes with other Teamster unions which it carried before the general executive board meeting in Miami.

Its claim to members of Department Store Drivers' Union No. 177 of Newark, N. J., and to members of Furniture Drivers' Union No. 138 of New York City were denied by the board with the advice to all Teamster unions that there should be as little jurisdictional conflict as possible between Teamster locals during the present war crisis.

In the Newark case, the board heard both sides patiently and then decided that jurisdiction over department store drivers in Newark belonged to the Newark local. It expressed the belief that the New York City local should not attempt to extend its jurisdiction so far from the original source of its membership.

The members to which the New York local laid claim were employed by the United Parcel Delivery service and were members of the Newark local.

In the contest between Local No. 804 and its sister local in New York City, No. 804 claimed

that a certain department store in New York was considering transferring its delivery to the United Parcel Delivery Service. They demanded forty furniture drivers employed by the store who had been members of Local No. 138 for years.

The executive board ruled that No. 138 was entitled to keep them, at least for the present, and that if the United Parcel takes over the delivery of the store in question, it can do so

and negotiate with Local No. 804 for drivers other than furniture drivers.

John O'Rourke appeared before the board representing the New York

Aid for Milwaukee

The financial support of the International has been pledged Bakery Drivers' Union No. 344 of Milwaukee in its appeal to the Supreme Court of the United States.

The union was found guilty of violating the Wisconsin state strike statutes in the local courts and is now carrying its case to the Supreme Court. It requested help from the International.

Following the report of General Counsel Joseph A. Padway, the executive board unanimously voted to extend all financial and other assistance possible.

Joint Council and supported Local No. 138.

The board reminded the unions that their big problem today is to obtain tires with which to keep the members working they now have.

Another dispute involving Bakery Drivers' Locals No. 463 of Philadelphia and No. 194 of Newark came before the board on the appeal of the Philadelphia local from the decision previously given by a committee con-

sisting of International Vice-Presidents M. J. Cashal of New York, John J. Conlin of Hoboken and Edward Crumbock of Philadelphia.

The matter was referred back to the committee in the hope that it could reach an agreement with the representatives of the two unions. They could not agree, however, whereupon the executive board sustained the previous decision of Cashal, Crumbock and Conlin.

Uncover Morgan Customers

By Lester M. Hunt

THE three-year fight of the Morgan Packing Company of Austin, Ind., against the Teamsters' Union approached a climax last month when the Teamsters obtained a complete confidential list of the company's customers.

They cover some thirty states, ranging from Nashua, N. H., to Lindale, Tex., and out through the Middle West almost to the Wyoming line.

This list is now being printed by Local No. 694 of Crothersville and will soon be mailed to every Teamster local in the country, together with a complete list of Morgan brands and affiliated companies.

Every local is asked to scan this list carefully for Morgan customers in its territory and to take prompt action to assist the Crothersville local.

With the same effective cooperation that the vegetable packers of Yakima, Wash., obtained, the Teamsters can win this fight in short order, according to Secretary Elmer O. Briner of Local No. 694.

All they need to do is to refuse to

handle Morgan products wherever they find them.

The Morgan company puts out twelve brands of dog and cat food, along with 37 brands of canned food for human consumption. Presumably the company has a system to keep the dog food and the human food from getting mixed, although from the rapidity with which the company shifts its labels, the Austin Teamsters would not be surprised if a customer opened up a can of horse meat for supper some night.

In reviewing the long controversy with the Morgan company, Briner reminded Teamsters that the trouble started on March 25, 1939, when the union attempted to raise the pay of its drivers, then receiving 28 cents an hour with unlimited hours.

After a strike of five weeks, the Teamsters were forced back to work with a nickel raise through a squeeze play between the company and the CIO, which organized the inside workers.

Four weeks later, the Teamsters

Watch for these Labels!

SCOTT CO.
BRAND

SCOTT COUNTY CANNED FOODS

ARE GUARANTEED
OF THE

PACKED WITH
GREAT CARE
AND
CLEANLINESS
AFTER

OUR IMPROVED PROCESS

TRY A CAN OF
SCOTT CO.
QUALITY
PUMPKIN
TOMATOES
THEY ARE
FINE

PACKED BY
MORGAN PACKING CO.
AUSTIN, INDIANA

CONTENTS 1 QT. 14 FL. OZ.

TOMATO JUICE

CONTENTS 1 LB. 5 OZ.

SINCERITY
BRAND

CONDENSED
Tomato Soup

CONTAINS
TOMATOES
CRACKER MEAL
WHEAT FLOUR
SUGAR
SALT
BUTTER
CORN OIL
ONIONS
SPICES
WATER

PACKED FOR
**BANNER WHOLESALE
GROCERS, Inc.**
CHICAGO, ILL.

SATISFACTION GUARANTEED
YOUR MONEY

**GENERAL
Jackson**
BRAND

CONTAINS
SPAGHETTI
TOMATO PUREE
DEXTROSE
SUGAR
SALT
CORN FLOUR
RICE FLOUR
CHEESE
SPICES
WATER

CONTENTS 1 LB. 13 OZ.

PACKED BY
**MORGAN
PACKING CO.**
AUSTIN, INDIANA

PREPARED WITH TOMATO SAUCE AND CHEESE
SPAGHETTI

FORBIDDEN FOODS—These are some of the brands of the notorious Morgan Packing Co. of Austin, Ind., now mobilizing its millions to wreck union wage scales. Don't eat this stuff! Note that some Morgan products do not bear the Morgan name, as in center label.

renewed their demands for the over-the-road scale and the strike is still on.

After breaking the Teamster strike, the CIO abandoned the inside workers.

While the Morgan company refuses to pay its drivers the union scale, it rewards them in other ways. It lets them put their names on their trucks.

There must be quite a bit of satisfaction in that. Even if a driver doesn't make enough money to pay his rent, he must feel a glow of pride when he rumbles up the street and the neighbors look out and say: "Here comes Joe Goofus with another load of dog food."

Scab Trucks Kill 8; Hurt 22

HOW a non-union fleet of trucks left a trail of death and destruction across 22 states is written in the bloody statistics of an Indianapolis insurance agency.

The statistics involve the operations of the Morgan Packing Company of Austin, Ind., for the eleven months prior to last October 11.

They show that during these 11 months the trucks of the Morgan company, operated by scab drivers, were involved in 230 accidents. They killed eight people and injured 22. They bumped into bridges, killed farm animals, turned over on the highway and in several instances went bounding off the highway across the open fields, possibly in pursuit of more game.

Insurance Agency Protests

The Morgan trucks could hardly have inflicted more damage if they had been equipped with machine guns. As it was, they set a record for non-armored vehicles.

The dismal record of the Morgan drivers was recited in a sharp letter from the Hadley-Mahoney Insurance Agency of Indianapolis to the Morgan company demanding steps to stop the appalling destruction.

Judging from the insurance letter, Morgan's non-union drivers do not understand the simplest rules of safe driving.

Here's what the insurance company told the Morgan Packing Company about its scab drivers:

"This year has been a very disastrous one, and we believe a large percentage of the accidents have been preventable and we know that more care must be taken from now on.

Careless and Incompetent

"A number of accidents, and two serious ones especially, have been caused by our units trying to pass other cars, and they have been unable to do so without consequences which are extremely serious.

"Morgan drivers should be well acquainted with the rules which have been laid down, and which, if followed, would prevent 60 per cent of the accidents that have been reported this year."

The letter then explains, as a father would to his child, what double lines on the pavement mean, and how a driver should have clear visibility before trying to pass. And it continues:

"Drivers have been careless about speed on curves and we believe the average speed of Morgan units has grown to a dangerous point. Alibis have been presented by drivers who have been unable to stop within a reasonable distance, that brakes and

other mechanical parts of the unit were faulty.

"Another bad habit is that we are driving too close to the unit in front."

And here's something that should make other non-union employers pause. The letter remarks:

"More serious damage has been done to the equipment owned by the Morgan Packing Company this year than in any other year.

"In carefully going over the reports of these accidents we wonder why some drivers run the risks they do when the equipment in their charge is extremely valuable and necessary in the service of the employer.

"Equipment should not be placed in charge of drivers who are not thoroughly aware of their responsibility, and certainly not in the hands of drivers who are inexperienced."

That is the story of how the Morgan company is getting along with its non-union drivers. The statistics on which the letter was based show that the Morgan fleet was involved in 148 collisions with other vehicles in 11 months.

Rolled Over on Road

Ten more drivers collided with bridges and 27 others ran into other fixed objects, such as telephone poles and buildings. They couldn't even dodge something that wasn't moving. And when there was nothing around to run into, the trucks rolled over on the highway like trained seals. Eight drivers capsized their trucks. Ten others ran off the road entirely, probably being accustomed to driving in cow pastures.

One other accident is listed as non-collision but the insurance company didn't give the details of it. A driver

might have tried to take a short cut across a lake.

In five cases, drivers jack-knifed their equipment.

While the Morgan drivers bagged five animals, their score on pedestrians was zero, probably because everybody runs when they see a Morgan truck coming over the horizon.

Indiana Suffers Most

Indiana was the greatest victim of the Morgan trucks, suffering 116 of the total of 230 accidents. But the Morgan trucks still roam at will around Indiana, notwithstanding the supposed severity of its traffic laws.

Ohio was second on the Morgan casualty list with 36 accidents, and Kentucky was third with 16 and Illinois fourth with 11. The remainder of the accidents were scattered across 18 other states where Morgan operates, running from New York through the Middle West and South.

The Teamsters' Union has been on strike against the thirty-million-dollar Morgan outfit for three years. But the company won't pay union wages and operate a union shop. It would rather pay insurance premiums and operate a repair shop.

And because Morgan refuses to hire trained, responsible drivers, eight people went to the morgue and 22 others went to the hospital in 11 months!

Every time a customer buys a can of Morgan products, he is financing a traffic hazard. Even if the state authorities fear to offend such a wealthy corporation, the public could eliminate this public menace overnight, and improve their health as well, by refusing to eat Morgan canned foods.

Upon one premise we all are agreed, namely, no individuals or groups must come out of this war rich, powerful and affluent. There must be no exorbitant private or individual profit for anyone at the expense and sacrifices of the American people.—St. Louis Labor Tribune.

Truckers Evade Decision

EVIDENCE that trucking operators in the Middle West are not complying with the arbitration decisions of the National War Labor Board was laid before the international executive board by the Central States Area Committee in Miami last month.

This occasioned prompt action by the executive board, which immediately telegraphed Chairman William H. Davis of the National War Labor Board and requested him to hold another meeting for the purpose of interpreting some paragraphs of the decision which the trucking operators claimed they could not understand.

The executive board branded this excuse as subterfuge by the employers to avoid carrying out the provisions of the federal award. It instructed the Central States Area Committee that it was justified in stopping work for any employer who continues to refuse to carry out the decision after it is explained to him by the government.

International Approves

The area committee met in Miami at the same time the executive board was in session and several joint meetings were held with the area representatives to perfect its policies and organization.

As a result of these conferences, a permanent policy was adopted, and the International pledged its support to the central states organization.

Local unions affiliated with the central states committee will contrib-

ute to a central fund to maintain the conference properly. The conference will select a board of governors and President Tobin will appoint a chairman in charge of the conference. The chairman and an international representative will work with the board of governors, according to the program approved by the executive board.

The governing board of the central conference will have the right to refuse assistance to local unions who refuse to pay into the central fund or who fail to follow the regulations and decisions of the central body.

O'Brien, Hoffa Speak

John O'Brien, secretary-treasurer of Meat Drivers' Union No. 710 of Chicago, has been acting chairman of the central states group. He appeared before the executive board with James Hoffa of Detroit and presented many of the recommendations on which the executive board took favorable action.

As a result, the Teamsters of the midwest now have an organization equipped to give constant and instantaneous attention to their problems and to protect their wages and working conditions during a time of unprecedented emergency.

During the discussion of the employers' failure to obey the ruling of the National War Labor Board, President Tobin revealed that he was requested to serve on this board but was compelled to reject it because of the great responsibilities and work now resting on international headquarters.

We have never suffered defeat in a war since we won our independence in 1776, but we are nearer to it now than at any time in our entire history. If you have any grievances against England, don't let hate of her contribute to the victory of America's mightiest and sworn enemy.

—Rev. Edmund A. Walsh, S. J., Vice-President of Georgetown University.

Boston Employers Stall

CHARGES that Boston employers took advantage of the patriotic decision of the Teamsters' Union to suspend all strikes during the national emergency, were laid before the national executive board in a report from International Organizer John F. English.

In November, English and the local committee began negotiations in behalf of the 5,000 members of Boston Local No. 25. The contract, covering all phases of truck driving, expired on January 1 and the union opened its negotiations early so that an agreement could be reached without friction or haste.

The union asked a blanket raise of \$5 per week with time and one-half for overtime and a week's annual vacation with pay. English reported to the executive board that the employers twice broke off negotiations and that it was evident they were stalling.

Nevertheless, President Tobin recommended that there should be no strike, despite the provocative tactics of the employers. He recommended that the union should submit their requests to mediation. His recommendation was carried to the membership by English and was adopted almost unanimously.

The employers rejected mediation, however.

The differences are now being conciliated by the Massachusetts State Board of Arbitration before a committee comprising three representatives of the employers and three representatives of the union, with James

T. Moriarity, state commissioner of labor and industries, as chairman.

The best offer of the employers to date has been a blanket raise of \$3 per week with a slight increase in overtime. The union rejected this on February 8.

John M. Sullivan, president of Local No. 25, submitted a report to the board substantiating the statements of English and echoing his charges against the employers.

The international executive board decided to refer the matter to the executive offices of the Boston union with instructions to proceed under the decisions reached at the Washington labor conference, and if all other methods failed, to lay the case before the National War Labor Board.

English is thoroughly familiar with the Boston situation, having been secretary and business agent of Coal Drivers' Union No. 68 for 25 years, becoming an international organizer six years ago.

The principal objection of the employers to the union proposal was to overtime and vacations. President

Local Loses Charter

The charter of Bakery Drivers' Union No. 166 of Chattanooga, Tenn., was revoked by the international executive board last month and its membership transferred to Truck Drivers' Union No. 515 of the same city.

The action was taken on the report of International Organizer Robert A. Borden revealing that the bakery drivers' local had violated the provisions of the constitution, particularly as to the amount of initiation fees and dues.

He recommended that the charter be revoked as a penalty, and the board concurred.

Tobin is a former business agent of Local No. 25, but despite his keen sympathy and familiarity with the grievances of the union, he insisted that in

the interests of the country as a whole, there should be no interruption with the commercial transportation of the major American port of Boston.

Baltimore Buys Bomber

THE first time an American bomber flies over Tokyo it will drop greetings from the Baltimore Teamsters. At least, the Baltimore Teamsters are spending \$100,000 to see that it does.

Local No. 355 has unanimously approved a plan to buy a bomber to be financed largely by the donation of \$50 from every member of the union. With 2,000 members, that adds up to \$100,000, or about half the cost of a Martin bomber.

But the Baltimore Teamsters won't stop there, according to President Harry Cohen. They will keep on buying defense bonds and stamps as long as the government needs money to fight the war against the Axis.

In addition to their cash donations, the members of this union are donating their time and blood. They are giving transfusions for the military blood banks which will permit critically wounded soldiers and sailors to receive immediate blood transfusions that may save their lives.

The Teamsters are also volunteering for Red Cross training and are

signing up for civilian defense work in their spare time.

On the opposite page is a picture of the meeting at which Local No. 355 made its pledge of \$50 per member. The picture is superimposed on one of

the placards printed by the union and posted in every garage which has a contract with the union.

The placard urges Teamsters to roll their dollars into defense bonds with the warning that "it is no longer a question of what we can afford to give, but it is definitely a question of—can we afford not to give?"

"We might better turn over our entire pay checks to our government than to wait until Hitler grabs them," remarked Cohen, who harbors no illusions as to what will happen to American labor if the Axis wins

the war. The membership shares his determination and is buying stamps when it pays its dues.

One of these nights an American plane will hover over Tokyo or Berlin or Naples and drop a little fruit for breakfast—Baltimore pineapples.

CHICAGO UNION DONATES

The membership of Bakery Drivers' Union No. 734 of Chicago has voted to donate one day's pay to buy a fleet of ambulances to be given to the national defense effort.

News of this action was contained in a telegram from President William A. Lee to The International Teamster.

The contribution from the pay envelopes of Local No. 734 is expected to raise almost \$20,000 for this purpose alone, which is in addition to other contributions in both time and money made by the members of this organization.

The Chicago Teamsters realize they are in a war and their actions demonstrate their determination to win it, no matter what it costs.

"HIT HITLER"

**BUY U. S. DEFENSE BONDS AND STAMPS
FROM YOUR LOCAL UNION**

**Truck Drivers and Helpers Local
Union No. 355**

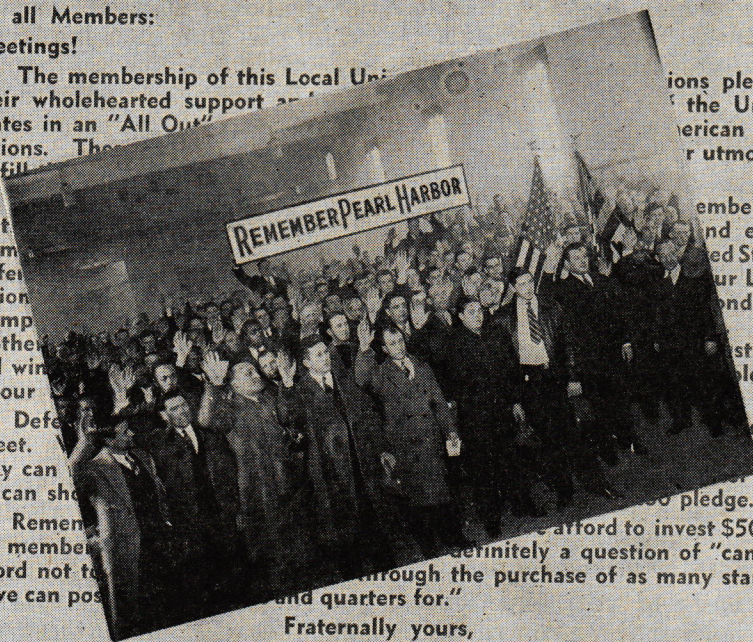
To all Members:
Greetings!

The membership of this Local Union has pledged their wholehearted support to the United States in an "All Out" effort to win the war. The United States is the only nation that has the right to fulfill its duty to the world.

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Remember, we can afford to invest \$50.00 per member. It is definitely a question of "can we afford not to invest through the purchase of as many stamps as we can possibly afford to invest through the purchase of as many stamps and quarters for."

Fraternally yours,

Harry Cohen, President

TRUCK DRIVERS & HELPERS LOCAL UNION No. 355

"SLAP A JAP"

**BUY U. S. DEFENSE BONDS AND STAMPS
FROM YOUR LOCAL UNION**

Virginia Law Dangerous

BECAUSE of sweeping provisions which would seriously restrict organized labor in times of peace, the Teamsters' Unions of Virginia were advised by Attorney Henry Kaiser of the International's legal staff to oppose Senate Bill No. 7 in the Virginia legislature "with every energy they possess."

"There is not a single word in Senate Bill No. 7 which remotely seeks to safeguard the rights of labor," Kaiser wrote to International Organizer Thomas P. O'Brien.

Approve General Idea

Known as an anti-sabotage act, Senate Bill No. 7 is patterned after the model law drafted by the federal-state conference on law enforcement problems of national defense more than a year ago.

While the Teamsters are in sympathy with the purpose of the act, Kaiser pointed out that its provisions would carry over into peace-time production, and make labor liable to excessive fines and prison terms for strikes in any industry having supply contracts with the armed services.

On the basis of past experience, employers holding these contracts in peacetime would be quick to take advantage of such laws to lower wages and destroy working conditions. And the unions would be powerless to resist.

With the wage levels destroyed in all industries supplying the armed services, this would serve as a wedge to destroy union conditions, if not the unions themselves, in all industry.

By interpreting such laws unfairly, they could apply to companies having contracts with the military contrac-

tors, and so on, until virtually every branch of business could be considered as a part of the peacetime national defense program.

Under such a setup, employers could snap their fingers at the unions and increase their profits to fabulous heights by lowering their wages and increasing their hours.

"No matter how patriotic the intention of those who would enact legislation of this kind, abundant experience has proved that inevitably such legislation is perverted and used solely as an anti-labor instrument," Kaiser wrote.

"Organized labor is as patriotic (remember Guam and Wake) and is as much concerned over sabotage and fifth column activity as any other group in the country. But the fact remains that every state in the union, including Virginia, has more than enough laws to deal with sabotage.

FBI Can Handle It

"Moreover, the normal and efficient way to meet the threat of sabotage in our present national emergency is to do so on a national basis. The federal government, under a single uniform administration, as distinct from state governments under diverse administrations, is equipped adequately to handle the problem.

"As you know, a federal anti-sabotage law exists and recently the facilities of the FBI have been greatly extended in order to prevent sabotage.

"For the foregoing reasons, the Teamsters' organizations in Virginia, as well as all organized labor groups in that state, should resist the enactment of Senate Bill No. 7 with every energy they possess."

Seattle Ready for Japs

By E. J. Donohoe

Associate Editor, Washington Teamster

FRANCE'S skies were overcast in the month of May, 1940. Hell had burst forth from the celestial strata. Pandemonium was everywhere on the choked roads leading out of Paris. Screaming Parisians were making frantic efforts to elude their Nazi attackers from the air. Columns of stout-hearted Poilus made vain efforts to get through to their newly-established lines to the south.

Days later all France capitulated to Archfiend Hitler and his Teutonic terrifiers. Why?

It was simple to Hitler. He did it by terror. He bombed open cities and caused untold thousands to pick up their things and run. He knew that the city was crowded with refugees from the north. His tactics were simple enough. Just bomb the outgoing road which the refugees would traverse, and he would have the entire nation on bended knee in a month.

At this time in Seattle there was a keen observer of all that transpired in Paris. His name is Paul Revelle, now serving as city councilman and director of the Joint Council of Teamsters Promotional League. Revelle was in France with the A. E. F. 25 years ago. He saw 18 months' service there with our armed forces, and what is more important; he saw evacuation problems first hand. When the Japs attacked Pearl Harbor on the seventh

day of December, Revelle was again on top of the situation in Seattle.

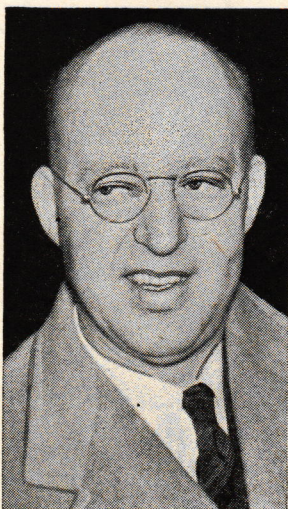
Having co-ordinated the Promotional League into a closely knit organization to be used for any and all civilian defense work, Revelle was named Chief of Evacuation by labor's friendly Mayor, Earl Millikin, also a veteran of the last World War.

Mayor Millikin knew that Revelle was fitted for the task which was ahead of him. Revelle immediately called upon his Teamster organization for action. He got it. He then made a survey of the areas in and around Seattle, a key objective for bombing Japs, to ascertain the places most liable to suffer the heaviest assault.

With myriads of maps on his desk in his Council offices, Revelle went over the best possible routes for evacuation of men,

women and children with army and naval authorities stationed in this district. Revelle then appointed one of the most far-reaching committees yet to be named in the Civilian Protection setup.

The committee drew on the ranks of labor officials, delivery service unions, the automobile and transportation industries, real estate dealers, railroads, Traffic Safety Council, trucking industry, building operators, P. T. A., medical societies and the Red Cross. All named on the committee



Paul Revelle

were blended into one hard-hitting unit, a unit which could get things done in posthaste time.

Under Revelle's master evacuation plan, Teamsters who make regular daily stops at the home of Seattle citizens leave a questionnaire with the housewife or occupant, asking information regarding the number in the house, the number sick or infirm.

The real estate men selected on the committee survey the possible destinations of the evacuees. The transportation industries, including trucks,

railroads and bus companies, will be pressed into service to get the citizens to these destinations.

Garage employees will be marshalled to service cars and trucks and to keep the lines moving. The beauty of the plans outlined by Revelle is the fact that the city is divided into zones and capable men, medical authorities and equipment have been allocated in such numbers that full protection and speedy deliverance is insured, without interfering with the movement of troops and munitions.

National Conference is Organized

(Continued from page 4)

The general policy of the bakery drivers' council was outlined in a resolution pledging unqualified support to the government in the war, but urging insistently that they be considered in any program affecting the interests of the membership.

That was the general theme of the National Conference. The delegates, representing all the joint councils of Teamsters, declared their readiness to make any sacrifice necessary to victory, but asserted that the public should not be called on for needless sacrifice.

Stand With Roosevelt

"The interests of the government transcend the interests of the Teamsters' Union or any other organization or group of society," Beck said. "As long as we have a man like Roosevelt in the White House, we'll take a chance on his decisions."

The pledge drew an ovation from the delegates, who let it be known they had no reservations when it came to winning the war.

Most of the joint councils were represented by three delegates and the delegates were men thoroughly famil-

iar with the problems of labor and with long records of service in the ranks of labor.

Hit Wheeler, Nye, Lewis

Beck paid a tribute to the caliber of the 200 delegates when he remarked:

"I do not intend to throw any bouquets but to merely state a fact when I say that there are assembled in this room more brains than there are in any other dozen international unions in America."

Beck sharply criticized Senators Wheeler and Nye for their unpatriotic activities in the America First Committee and their opposition to the fortification of Guam and other Pacific islands to protect this nation from Japanese attack.

Padway also criticized John L. Lewis for similarly unpatriotic activity culminating in the captive coal mine strike which prejudiced all of labor in the eyes of the general public.

"While Lewis was right on the issue, he was absolutely wrong in his methods," Padway said. "He should have yielded to any President in an emergency such as this, and particularly should he have yielded to a man

like President Roosevelt." Padway pointed out by contrast the patriotic policies of President Tobin, who accepted the President's decision in the express drivers and over-the-road controversies.

Resolutions adopted by the National Conference claimed that adequate use is not being made of transportation facilities, with the result that railroads are needlessly congested while much motor equipment is idle.

Many Trucks Idle

Many products are better suited to truck transport and if the truck facilities were properly employed, the pooling of equipment would not be necessary, according to the report of Dexter L. Lewis of Salt Lake City, which the delegates adopted unanimously.

The decisions of the National Conference on these important questions will be relayed to the membership with the request that local unions and joint councils contact their congressmen in support of an investigation to assure rubber for vehicles vital to public welfare.

The importance of laundry trucks to civilian protection in air raids was emphasized. The trucks are of the

right size for ambulances and should be kept ready for this duty with their competent drivers.

The organization plan was first presented to the Pennsylvania Commercial Drivers' Conference and was approved by the state body, which considered it so good that it was presented to the national executive board.

Tobin Applauded

At the conclusion of the meeting the following telegram was sent to President Tobin by the members of the National Conference:

"The conference which you called at Sherman Hotel in Chicago today representing every geographical section of this country through its affiliated councils and its local unions has unanimously gone on record as reiterating its unqualified support of loyalty to your peerless leadership as our International President in this dark hour of our present wartime economy. We stand ready to a man to make sacrifices in helping crush those aggressors who would destroy our democracy and have pledged our loyalty and support to the President of the United States in any of his executive decisions involving war emergency matters."

Executive Board Decides Appeals

DECISION OF THE GENERAL EXECUTIVE BOARD ON THE APPEAL OF LOUIS LEVENTHAL FROM THE DECISION OF GENERAL PRESIDENT TOBIN RENDERED ON JULY 23RD, 1941.

The above appeal came on for hearing before the general executive board on February 2, 1942. Vice-President Cashal took the chair as the presiding officer. All members were present except Vice-President L. G. Goudie and Vice-President John Geary. General President Tobin did not participate in these proceedings.

After full consideration of the record in the case, and after careful deliberation of all phases of the case, the general executive

board voted unanimously to affirm the decision of General President Tobin. Therefore it is the decision of the general executive board that the decision of General President Tobin be and hereby is affirmed, and that Louis Leventhal therefore stands expelled as a member of the International Brotherhood of Teamsters.

DECISION OF THE GENERAL EXECUTIVE BOARD IN THE MATTER OF THE APPEAL OF CLARENCE C. UFFELMAN, SR., FROM THE DECISION OF LOCAL UNION 430 AND JOINT COUNCIL NO. 20.

The above appeal came on for hearing

before the general executive board on the record of the case before Local 430 and Joint Council No. 20, in February, 1942. All members of the board were present except Vice-President L. G. Goudie and Vice-President John Geary.

After due deliberation the general executive board voted unanimously to affirm the decision of Local 430. The decision referred to resulted in a fine against Clarence C. Uffelman, Sr., in the sum of \$100, payable to the local. As a result of the affirmance of the foregoing decision by the general executive board the said Clarence C. Uffelman, Sr., is obliged to pay said fine of \$100 imposed by his local. Upon his failure to do so within reasonable time agreed to by local board he shall stand suspended as a member of his local and the International Brotherhood of Teamsters until he has paid the fine and otherwise complied with the provisions of the constitution.

DECISION OF THE GENERAL EXECUTIVE BOARD IN THE APPEALS OF FRANK HEARN AND CHARLES MCKEOWN, FROM THE DECISIONS OF JOINT COUNCIL NO. 42, AFFIRMING THE DECISION OF LOCAL 208 EXPELLING SAID FRANK HEARN AND CHAS. MCKEOWN FROM MEMBERSHIP.

Frank Hearn and Charles McKeown appealed from the decision of Joint Council No. 42 affirming the decision of Local 208, which expelled them from membership for violation of Article II, Section 3 of the Constitution.

The hearing on these appeals opened before the executive board on January 29, 1942. All members of the board were present except Vice-President L. G. Goudie and Vice-President John Geary. Frank Hearn appeared personally and on behalf of Charles McKeown. Joseph A. Padway, general counsel for the International Brotherhood of Teamsters, was present to advise on matters of procedure and law. An entire half day was devoted to the hearing.

After hearing the argument of Frank Hearn and after a full and fair consideration of the evidence, the executive board concluded that the evidence fully sustains the charges. Thereupon the executive board voted unanimously to affirm the decision of the Joint Council, No. 42, and to deny the appeal. The board also adopted the following statement:

This International, by unanimous action of its convention held in Washington, D. C., in September, 1940, adopted as the policy of the International Union that no member of the Communist Party nor any person who subscribes to its doctrines shall be allowed to hold membership or be admitted to membership in any local union of the international organization. This policy was embodied in the Constitution and made

a part thereof [Article II, Section 3 (a)]. It is the duty of all officers of subordinate bodies, as well as of the general officers, to carry out the mandates of the convention and to uphold the laws of the brotherhood. Communists and those who subscribe to the principles of Communism are ineligible to hold membership in this international union.

DECISION OF THE GENERAL EXECUTIVE BOARD IN THE APPEALS OF HYMAN BECKER AND NATHAN BECKER AND LOCAL UNION 259.

The above appeals came on for hearing before the general executive board of the international union on January 27, 1942, at 10:00 a. m. All members of the board were present except Vice-President Goudie and Vice-President Geary.

Hyman Becker appeared personally on his own behalf and on behalf of Nathan Becker. Brother Harry Silver of Boston appeared on behalf of Hyman and Nathan Becker. Frank C. Calnan appeared on behalf of Local Union 259. The hearing was an open hearing. Present also was Joseph A. Padway, general counsel of the international union, to advise on procedure and points of law. Present also was Harold Donaghue, an attorney of Boston. The said Mr. Donaghue was merely an observer. He was not permitted to participate, and did not participate in any manner in any of the proceedings relating to the appeals.

The appeals were heard together. Two half-days were consumed in listening to argument on the merits of the controversies. Documents were read and offered as part of the record on the appeals. At the conclusion of the hearing all parties personally acknowledged that they had had a full and fair hearing. The executive board thereafter went into executive session and deliberated on the several appeals. At the conclusion of such deliberation the executive board decided as follows:

1. That the appeal of Hyman Becker to reverse the decision of Local 259 as modified by Joint Council No. 10 on October 22, 1941, be and hereby is denied.

2. That the appeal of Nathan Becker to reverse the decision of Local 259 as modified by Joint Council No. 10 on October 22, 1941, be and hereby is denied.

3. That the appeal of Local 259 to reverse the decision of Joint Council No. 10 handed down on October 22, 1941, and for reinstatement and affirmance of the decision of Local 259 in the cases of Hyman Becker and Nathan Becker, be and hereby is granted.

As a result of the foregoing decision of the general executive board, Hyman Becker and Nathan Becker stand expelled as members of the International Brotherhood of Teamsters and from the local affiliated therewith.

Hire Statisticians, Tobin Advises

TO PREPARE for a new era in labor relations when all strikes may be virtually outlawed, President Tobin advises every district organization of Teamsters in the country to employ a first-class statistician in order properly to present its demands before arbitration boards.

His recommendation was based on the splendid showing of the statistical department of the International, which is largely credited with the arbitration award of \$21,000,000 annually in increased wages to 60,000 over-the-road drivers in the central states.

The victory was obtained principally through the efforts of the statistical department recently created by the International. It demonstrates the necessity for similar departments to serve local unions in sectional disputes.

"Our people presented such clear-cut and irrefutable facts and statistics in the central states controversy that the employers were dumbfounded and confused beyond description," President Tobin said.

"We could have gotten nowhere without the reports and facts presented by our statistical department. I therefore suggest that each district throughout the nation employ a first-class statistician. It would mean only a few dollars from each local.

"But I am now advising that as time goes on, arbitration will be almost compulsory. In fact, it is practically compulsory now and the only way you can win an arbitration case is to have facts and figures before you.

"You cannot go in before an arbitration board sucking your thumb. You must be prepared. The organization that goes on strike and refuses arbitration will be made to suffer by public opinion and by governmental authority.

"A joint council, such as New York or Chicago, or a large local union like the Milk Drivers of New York City, should have in their employ continuously a statistician who would have vital information at his finger tips when wage contracts are under discussion.

"If, during the year, he is not fully occupied with this work, a qualified man could be used on other work of value to the union. The main thing is, such a man should be instantly available when he is needed, and must therefore be kept on the payroll in continuous contact with changing conditions.

"In my judgment, such an investment would pay enormous dividends."

While the over-the-road case was won before the arbitration board of the Office of Production Management on the statistical showing, valuable assistance is acknowledged from the local Teamster officials in Detroit, Milwaukee, Minneapolis, Chicago and other cities.

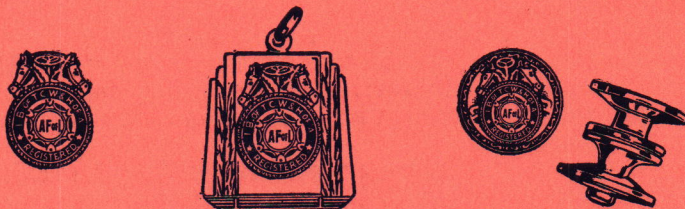
International Organizers Edward Murphy, Henry Burger, John Picago and T. T. Neal were commended by the general president along with General Counsel Joseph A. Padway for the cooperation which brought such profitable results for the truck drivers of the Middle West.

Official Magazine of the
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